

Performance Rating No.	Rating Description	Zone 1	Zone 2	Zone 3
1	Does Not Meet Expectations	0.00%	0.00%	0.00%
2	Meets Minimal Expectation	1.00%	0.50%	0.00%
3	Commendable	4.00%	3.00%	2.00%
4	Exceptional	5.00%	3.90%	3.00%
5	Outstanding	8.00%	6.25%	4.50%